

ADMINISTRATIVE - INTERNAL USE ONLY

*Special Pay Rates*

4 AUG 1981

(1)

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM : James N. Glerum  
Director of Personnel

SUBJECT : Special Pay Rates for Graduates from R.I.T.

REFERENCE : Memo from DDS&T to D/OP dated 9 July 1981; Subj:  
Recruitment of Physical Scientists and Graduates  
from R.I.T. Photographic and Instrumentation Program

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1. Thank you for the information in your memorandum and the salary data supplied by [redacted] R.I.T. Like you, I am concerned over the problem of competing for graduates from R.I.T. Let me assure you, however that I am fully prepared to respond by using my in-hiring authority or other devices, when needed, in order to assure that we will compete for R.I.T. graduates.

2. Based on information I have received from our Position Management and Compensation Division (PMCD), however, it may be premature to consider special solutions at this time. Let me share with you the following:

a. The report compiled by R.I.T. deals with entrance salaries for graduates with BS and MS degrees in Photographic Science. Most likely, these graduates, if hired by the Agency, would be appointed as Photographic Technologists. In reviewing this occupational



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3. Perhaps you have not yet heard that this Office is in the early stages of developing an entirely new Agency pay schedule proposal for consideration by top management. One of the primary objectives of our current study is to bring about a closer alignment of our salaries to related occupations in the private sector. I assure you that we will include in that study the problem described in the referent memorandum and that I will keep you informed as we progress further.

/s/ James N. Glerum

James N. Glerum

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